	Original cost estimate (1)	Apportionment (2)	Estimated expenditure Non-recurrent (3)	Estimated expenditure Recurrent (4)	Total estimated expenditure (5)=(3)+(4)	Savings/ (overruns) (6)=(2)-(5)
5. Transport operations						
Purchase of vehicles	-	-	-	-	-	-
Rental of vehicles	17.0	17.0	-	-	-	17.0
Workshop equipment	-	-	-	-	-	-
Spare parts, repairs and maintenance	54.6	54.6	82.6	-	82.6	(28.0)
Petrol, oil and other lubricants	20.7	20.7	-	19.4	19.4	1.3
Vehicle insurance	9.1	9.1	-	4.5	4.5	4.6
Total, line 5	101.4	101.4	82.6	23.9	106.5	(5.1)
6. Air operations						
(a) Helicopter operations	33.8	33.8	-	32.4	32.4	1.4
(b) Fixed-wing aircraft	-	-	-	-	-	-
(c) Other air operation costs	-	-	-	-	-	-
Total, line 6	33.8	33.8	-	32.4	32.4	1.4
7. Naval operations	-	-	-	-	-	-
8. Communications						
Complementary communications						
Communications equipment	-	-	-	-	-	-
Spare parts and supplies	8.0	8.0	4.9	-	4.9	3.1
Workshop and test equipment	-	-	-	-	-	-
Commercial communications	15.0	15.0	-	34.2	34.2	(19.2)
Spare parts and supplies	-	-	-	-	-	-
Total, line 8	23.0	23.0	4.9	34.2	39.1	(16.1)

	Original cost estimate (1)	Apportionment (2)	Estimated expenditure: Non-recurrent (3)	Estimated expenditure: Recurrent (4)	Total estimated expenditure (5)=(3)+(4)	Savings/ (overruns) (6)=(2)-(5)
9 Other equipment						
Office furniture	-	-	-	-	-	-
Office equipment	-	-	-	-	-	-
Data-processing equipment	-	-	-	-	-	-
Generators	-	-	-	-	-	-
Observation equipment	-	-	-	-	-	-
Petrol tank and metering equipment	-	-	-	-	-	-
Medical and dental equipment	-	-	-	-	-	-
Accommodation equipment	-	-	-	-	-	-
Tentage	-	-	-	-	-	-
Refrigeration equipment	-	-	-	-	-	-
Air-conditioning equipment	-	-	-	-	-	-
Miscellaneous equipment	-	-	-	-	-	-
Spare parts, repairs and maintenance of equipment	2.0	2.0	7.1	-	7.1	(5.1)
Water-purification and water tank equipment	-	-	-	-	-	-
Total, line 9	2.0	2.0	7.1	-	7.1	(5.1)
10. Supplies and services						
(a) Miscellaneous services						
Audit services	8.5	8.5	-	8.5	8.5	-
Contractual services	25.0	25.0	-	28.7	28.7	(3.7)
Security services	72.5	72.5	-	76.1	76.1	(3.6)
Medical treatment and services	20.0	20.0	-	7.6	7.6	12.4
Official hospitality	5.0	5.0	-	2.6	2.6	2.4
Claims and adjustments	-	-	-	0.9	0.9	(0.9)

	Original cost estimate (1)	Apportionment (2)	Estimated expenditure Non-recurrent (3)	Estimated expenditure Recurrent (4)	Total estimated expenditure (5)=(3)+(4)	Savings/ (overruns) (6)=(2)-(5)
Miscellaneous and other services	2.5	2.5	-	3.2	3.2	(0.7)
Subtotal	133.5	133.5	-	127.6	127.6	5.9
(b) Miscellaneous supplies						
Stationery and office supplies	12.0	12.0	14.6	-	14.6	(2.6)
Medical supplies	3.0	3.0	-	-	-	3.0
Sanitation and cleaning materials	5.0	5.0	3.2	-	3.2	1.8
Subscriptions	2.0	2.0	3.6	-	3.6	(1.6)
Uniform items, flags and decals	1.5	1.5	0.1	-	0.1	1.4
Riot-control supplies	-	-	-	-	-	-
Field defence stores	-	-	-	-	-	-
Miscellaneous and other supplies (quartermaster and general stores)	-	-	-	-	-	-
Electrical supplies	-	-	-	-	-	-
Subtotal	23.5	23.5	21.5	-	21.5	2.0
Total, line 10	157.0	157.0	21.5	127.6	149.1	7.9
11. Election-related supplies and services	-	-	-	-	-	-
12. Public information programmes						
Materials and supplies	-	-	-	-	-	-
Contractual services	-	-	-	-	-	-
DPI production costs	20.0	20.0	-	31.2	31.2	(11.2)
Total, line 12	20.0	20.0	-	31.2	31.2	(11.2)
13. Training programmes	-	-	-	-	-	-
14. Mine-clearing programmes	-	-	-	-	-	-

	Original cost estimate (1)	Apportionment (2)	Estimated expenditure: Non-recurrent (3)	Estimated expenditure: Recurrent (4)	Total estimated expenditure (5)=(3)+(4)	Savings/ (overruns) (6)=(2)-(5)
15. Assistance for disarmament and demobilization	-	-	-	-	-	-
16. Air and surface freight						
Transport of contingent-owned equipment	-	-	-	-	-	-
Charter of vessel for resupply	-	-	-	-	-	-
Commercial freight and cartage	171.5	171.5	-	43.9	43.9	127.6
Total, line 16	171.5	171.5	-	43.9	43.9	127.6
17. Integrated Management Information System	-	-	-	-	-	-
18. Support account for peace-keeping operations	256.3	214.6	-	214.6	214.6	-
19. Staff assessment	601.7	553.5	-	634.2	634.2	(80.7)
Total, lines 1-19	5 215.6	4 634.0	116.1	5 343.9	5 460.0	(826.0)
20. Income from staff assessment	(601.7)	(553.5)	-	(634.2)	(634.2)	80.7
Net total, lines 1-20	4 613.9	4 080.5	116.1	4 709.7	4 825.8	(745.3)

/...

ANNEX II

Financial performance report for the period
from 1 December 1994 to 30 April 1995

Supplementary information

(United States dollars)

1. Military personnel costs ..... (7 300)

(a) Military observers

1. The additional requirement of $2,200 for mission subsistence allowance was due to the 32 extra person/days spent by three military observers in the mission area in April 1995. The cost estimates provided for a total of 407 person/days, whereas the actual number of person/days spent by the military observers in the mission area was 439. This happened because three military observers were repatriated at the end of the mandate period instead of the one military observer projected for repatriation on 31 March and two on 22 April 1995. The authorized and actual numbers of observers during the period under review are provided in table 1.

Table 1. Authorized and actual numbers of military observers from 1 December 1994 to 30 April 1995

	December	January	February	March	April		
					1	22	30
	1994	1995					
Authorized	3	3	3	3	2	-	-
Actual	3	3	3	3	3	3	3
Difference	-	-	-	-	(1)	(3)	(3)

2. The additional requirement of $5,100 for travel was due to the higher than projected cost of repatriation travel of the three military observers. The provision of $6,000 made in the cost estimates was based on an average cost of $2,000 for each repatriation, whereas the actual average cost of travel was $3,700.

(b) Military contingents .....

3. No change.

/...

(c) Other costs pertaining to military personnel .....

4. No change.

2. Civilian personnel costs 38 500

(a) Civilian police

5. Savings for mission subsistence allowance resulted from the earlier than projected repatriation of civilian police monitors from the mission area in April 1995. Twelve ONUSAL civilian police monitors remained in the mission area after the expiration of the Observer Mission's mandate, attached to the newly formed good offices mission, the United Nations Mission in El Salvador (MINUSAL). In view of the early repatriation of 11 police monitors during the period from 16 to 22 April 1995, a total of 66 person/days were not utilized, resulting in savings of $4,500 for the period. Table 2 shows the authorized and actual numbers of civilian police during the period under review.

Table 2. Authorized and actual numbers of civilian police from 1 December 1994 to 30 April 1995

	December	January	February	March	April			
					1-15	16-22	23-29	30
	1994	1995						
Authorized	46	40	40	40	33	28	9	-
Actual	46	40	40	40	33	17	12	12
Difference	-	-	-	-	-	11	(3)	(12)

6. Table 3 shows the projected and actual number of repatriation trips of civilian police monitors during the period under review.

Table 3. Projected and actual numbers of repatriation trips of civilian police from 1 December 1994 to 30 April 1995

	Projected		Actual		Difference	
	Number	Cost a/	Number	Cost a/	Number	Cost a/
Repatriation trips	31	92	19	58	12	34

a/ Thousands of United States dollars.

7. As shown in table 3, savings for the travel of police monitors resulted from 12 fewer repatriations of civilian police during the period under review. These 12 police monitors remained in the mission area as part of the newly formed good offices mission.

(b) International and local staff ..... (862 300)

8. Table 4 provides the projected and actual numbers of international staff in the mission area during the reported period.

Table 4. Projected and actual numbers of international staff from 1 December 1994 to 30 April 1995

	December	January	February	March	April		
					1-15	16-29	30
	1994			1995			
Projected	59	58	58	56	48	8	8
Actual	59	58	58	56	48	48	8
Difference	-	-	-	-	-	(40)	-

9. As shown in table 4, the additional requirement of $240,700 for international staff salaries was due to the fact that 40 international staff who planned to withdraw from the mission area by the middle of April 1995, left only on 30 April 1995 in order to ensure a smooth transition to post-ONUSAL activities, the good offices mission. Two of the regional offices and the San Salvador regional office continued to function until the end of April 1995 for MINUSAL to take over those offices thereafter.

10. Table 5 shows the projected and actual numbers of locally recruited staff in the mission area during the reported period.

Table 5. Projected and actual numbers of locally recruited staff from 1 December 1994 to 30 April 1995

	December	January	February	March	April		
					1-15	16-29	30
	1994			1995			
Projected	91	91	91	90	79	16	16
Actual	91	91	91	90	79	79	16
Difference	-	-	-	-	-	(63)	-

11. As shown in table 5, the additional requirement of $145,500 under local staff salaries was due to the following factors:

(a) A total of 79 local staff, rather than 16, stayed on until the end of the mandate period in view of the post-ONUSAL activities, the establishment of MINUSAL and carrying out, at the same time, the closing down procedures for ONUSAL. The corresponding additional costs amounted to $113,300;

(b) As at 1 January 1995, based on salary survey revision 26, local staff salaries in El Salvador were increased by 9.5 per cent. This resulted in an additional requirement of $32,200.

12. Savings under consultants were due to the utilization of fewer work/months of international consultancy than projected in the cost estimates. A total of 2.8 work/months of international consultants were not utilized, which at the estimated cost of $10,800 per month resulted in savings of $30,100 for the period under review.

13. The additional requirement for overtime was caused by the higher than anticipated utilization of overtime hours and night differentials during the period under review owing to the unforeseen continuation of 63 locally recruited staff until the end of the mandate.

14. The additional requirement of $599,200 under common staff costs was required for the following reasons:

(a) The unforeseen delays in the repatriation of 40 international staff and 63 local staff, as explained in paragraphs 9 and 11 above, resulted in additional costs of $294,300;

(b) At the end of the mandate period compensation for accrued annual leave balances of locally recruited staff amounted to $304,900. No provision for this was made in the cost estimates for the period under review.

15. Savings of $46,500 under mission subsistence allowance resulted from accumulated credits for periods of annual leave at the end of the mandate period, during which no mission subsistence allowance was paid to international staff.

16. Savings of $50,300 for travel to and from the mission area resulted from the lower cost of repatriation travel of international staff than projected in the estimates. The budgetary provisions were based on an average cost of $2,000 per trip, while the actual average cost of repatriation was $1,100.

17. Savings of $1,000 for other travel costs were due to the lower cost of three official trips to Headquarters of senior ONUSAL officials than projected in the cost estimates.

(c) International contractual personnel ..... -

18. No change.

(d) United Nations Volunteers ..... -

19. No change.

(e) Government-provided personnel ..... -

20. No change.

(f) Civilian electoral observers ..... -

21. No change.

3. Premises/accommodation ..... (13 500)

22. The initial provision of $15,000 for the renovation of ONUSAL premises upon completion of the Mission's mandate proved to be higher than the actual costs. The savings of $11,600 were redeployed for maintenance supplies. No provision was made in the cost estimates for maintenance supplies for the ONUSAL premises. The Observer Mission, however, provided maintenance supplies and maintenance services for the following premises:

(a) ONUSAL headquarters in San Salvador;

(b) Regional offices in San Salvador, Chalatenango and San Miguel;

(c) A warehouse in San Salvador;

(d) An office for the ONUSAL police force;

(e) An office used for the communications and transport workshops.

23. Consequently, unbudgeted expenditure of $10,600 occurred for maintenance supplies for the above-mentioned premises during the reporting period.

24. No provision was made in the cost estimates for maintenance services. The unforeseen expenditure of $12,100 represented cleaning services provided to the Observer Mission during the period under review for an average of $2,400 per month.

25. The additional requirement of $2,400 under utilities was due to the later than projected closure of the regional offices in San Salvador, San Miguel and Chalatenango, increased hours of work during the last month of the mandate period and inclusion of the electricity charges for May 1995 in the total requirements for the period from 1 December 1994 to 30 April 1995. No provision for utilities was made in the cost estimates for the liquidation of the Observer Mission during the period from 1 to 31 May 1995.

4. Infrastructure repairs ..... -

26. No change.

5. Transport operations ..... (5 100)

27. The provision of $17,000 made for car rentals in the cost estimates was not utilized during the period under review since all transportation of equipment to the United Nations Mission for the Verification of Human Rights and of Compliance with the Commitments of the Comprehensive Agreement on Human Rights in Guatemala (MINUGUA) was arranged and paid for by the good offices mission.

28 The provision of $54,600 made for the spare parts, repair and maintenance of 91 ONUSAL vehicles for the period under review proved to be insufficient. Owing to increased costs, an additional requirement of $28,000 was needed to purchase replacement batteries and other spare parts before vehicles were ready for shipment to other missions.

29. Savings of $1,300 for petrol, oil and lubricants were due to the decreased fuel consumption following a reduction in the number of vehicles in use during the last month of the mandate period.

30. Savings of $4,600 under vehicle insurance were due to the lower than projected actual cost of vehicle insurance during the period under review and timely phasing-out of ONUSAL vehicular equipment to other missions.

6. Air operations

(a) Helicopter operations 1 400

Table 6. Projected and actual flying time of the ONUSAL helicopter from 1 December 1994 to 30 April 1995

Period	Projected	Actual	Difference	
	Hours	Hours	Hours	Cost at $625 per hour
1 December 1994-30 April 1995	60	57.8	2.2	1 400
Total	60	57.8	2.2	1 400

31. As can be seen from table 6, savings of $1,400 resulted from the lower utilization of the flying hours of one helicopter, rented by the Observer Mission on an "as needed basis".

(b) Fixed-wing aircraft ..... -

32. No change.

(c) Other air operation costs ..... -

33. No change.

7. Naval operations ..... -

34. No change.

8. Communications

Complementary communications ..... (16 100)

35. Savings of $3,100 for spare parts and supplies were due to the lower costs of supplies during the reporting period than initially estimated.

36. The additional requirement of $19,200 for commercial communications resulted from the increased usage of commercial communications lines after the ONUSAL satellite system was dismantled in March 1995 ($17,700). Requirements of the Observer Mission for the reporting period also included the cost of commercial communications for May 1995 ($1,500), since no such provision was made in the cost estimates for the liquidation of ONUSAL for the period from 1 to 31 May 1995.

9. Other equipment ..... (5 100)

37. The additional requirement of $5,100 for spare parts, repairs and maintenance was due to the higher than projected cost of spare parts for air conditioners, photocopiers and electronic data-processing equipment during the period under review.

10. Supplies and services

(a) Miscellaneous services 5 900

38. The additional requirement of $3,700 for contractual services was due to the higher than foreseen cost of the additional personnel (handymen and radio and communications technicians) needed to assist in the closing down of the Observer Mission. These costs were estimated at an average of $5,000 per month, whereas the actual requirements were $5,700 per month.

39. The additional requirement of $3,600 for security services was due to the need to hire security services for the month of May 1995 to safeguard the equipment and supplies brought in from the regional offices. This equipment was stockpiled at mission headquarters in preparation for shipment to other missions. No such provision was made in the cost estimates for the period under review.

40. Savings of $12,400 for medical treatment and services were due to the lower number of medical examinations performed during the reporting period.

41. The cost estimates made no provision for claims and adjustments for the period. However, a requirement of $900 was needed to cover the costs of various claims and adjustments made during the period under review.

42. Savings of $2,400 for official hospitality resulted from partial non-utilization of funds allocated for official hospitality at an increased level in connection with the withdrawal of ONUSAL.

43. The additional requirement of $700 for miscellaneous other services was caused by the original underestimation of miscellaneous supplies and services required by the Observer Mission. The initial provision of $2,500, based on an average rate of $500 per month, proved to be insufficient to cover the needs of the Mission during the period under review. The actual costs of miscellaneous services averaged $600 per month.

(b) Miscellaneous supplies 2 000

44. The additional requirement of $2,600 for stationery and office supplies was due to the higher than expected costs of supplies during the period under review. Costs for stationery and office supplies during the liquidation of the Observer Mission for the period from 1 to 31 May 1995 ($1,000), for which no provisions were made, were also included.

45. Because of the phasing-out of the medical office, no additional medical supplies were procured during the reported period, which resulted in savings of $3,000.

46. Savings of $1,800 for sanitation and cleaning materials occurred because the provision of $1,000 per month in the cost estimates proved to be higher than the actual requirements of the Mission.

47. The additional requirement of $1,600 for subscriptions was needed to cover the increased costs of subscriptions and periodicals during the reporting period.

48. Savings of $1,400 for uniform and clothing items were due to the lower number of uniforms required for ONUSAL drivers during the period under review.

11. Election-related supplies and services ..... -

49. No change.

12. Public information programmes ..... (11 200)

50. The provision of $20,000 in the cost estimates for the cost of the information and education campaign in connection with the withdrawal of the Mission and for the costs of the continuing operation of the information centres was fully utilized for those purposes during the period under review. The additional requirement of $11,200 was needed to cover in part the cost of printing a human rights manual, co-produced by the ONUSAL Human Rights Division and the Committee of the Families of Victims of Human Rights Violations of El Salvador (CODEFAM).

13. Training programmes ..... -

51. No change.

14. Mine-clearing programmes ..... -

52. No change.

15. Assistance for demobilization and disarmament ..... -

53. No change.

16. Air and surface freight 127 600

54. Savings resulted from charging the costs of shipping of most of the equipment from ONUSAL to other missions to the recipients' accounts.

17. Integrated Management Information System ..... -

55. No change.

18. Support account for peace-keeping operations ..... -

56. No change.

19. Staff assessment ..... (80 700)

57. The additional requirement resulted from the overall incumbency situation in the mission area during the period under review. The authorized and actual staffing of the Observer Mission is shown in annex V.

20. Income from staff assessment ..... (80 700)

58. This amount is derived from item 19 above.

ANNEX III

Financial performance report for the period from 1 to 31 May 1995

Summary statement

(Thousands of United States dollars)

	Original cost estimate	Apportionment	Estimated expenditure	Savings/ (overruns)
	(1)	(2)	(3)	(4)=(2)-(3)
1. Military personnel costs	-	-	-	-
2. Civilian personnel costs				
(a) Civilian police	-	-	-	-
(b) International and local staff				
International staff salaries	35.7	35.7	33.6	2.1
General temporary assistance	-	-	-	-
Local staff salaries	13.1	13.1	18.9	(5.8)
Consultants	-	-	-	-
Overtime	-	-	-	-
Common staff costs	27.5	27.5	32.9	(5.4)
Mission subsistence allowance	17.1	17.1	17.6	(0.5)
Travel to and from the mission area	-	-	-	-
Other travel costs	-	-	-	-
Seminars	-	-	-	-
Subtotal	93.4	93.4	103.0	(9.6)
(c) International contractual personnel	-	-	-	-
(d) United Nations Volunteers	-	-	-	-
(e) Government-provided personnel	-	-	-	-
(f) Civilian electoral observers	-	-	-	-
(g) Conference costs	-	-	-	-
Total, line 2	93.4	93.4	103.0	(9.6)
3. Premises/accommodation				
Rental of premises	2.0	2.0	10.1	(8.1)
Alteration and renovation of premises	-	-	-	-
Maintenance supplies	-	-	-	-
Maintenance services	-	-	-	-

		Original cost estimate	Apportionment	Estimated expenditure	Savings/ (overruns)
		(1)	(2)	(3)	(4)=(2)-(3)
	Utilities	-	-	-	-
	Construction/prefabricated buildings	-	-	-	-
	Total, line 3	2.0	2.0	10.1	(8.1)
4.	Infrastructure repairs	-	-	-	-
5.	Transport operations	-	-	-	-
6.	Air operations	-	-	-	-
7.	Naval operations	-	-	-	-
8.	Communications	-	-	-	-
9.	Other equipment	-	-	-	-
10.	Supplies and services	-	-	-	-
11.	Election-related supplies and services	-	-	-	-
12.	Public information programmes	-	-	-	-
13.	Training programmes	-	-	-	-
14	Mine-clearing programmes	-	-	-	-
15.	Assistance for disarmament and demobilization	-	-	-	-
16	Air and surface freight	-	-	-	-
17.	Integrated Management Information System	-	-	-	-
18.	Support account for peace-keeping operations	-	-	-	-
19	Staff assessment	17.9	17.9	16.5	1.4
	Total, lines 1-19	113.3	113.3	129.6	(16.3)
20.	Income from staff assessment	(17.9)	(17.9)	(16.5)	(1.4)
	Net total, lines 1-20	95.4	95.4	113.1	(17.7)

ANNEX IV

Financial performance report for the period from 1 to 31 May 1995

Supplementary information

(Thousands of United States dollars)

1.	Military personnel costs	-
1.	No change.	
2.	Civilian personnel costs	-
	(a) Civilian police	
2.	No change.	
	(b) International and local staff	(9 600)

3. Savings under international staff salaries occurred because the actual salary costs of the eight international staff (one D-1, one P-2, four Field Service and two General Service staff) who remained on board for the liquidation of the Observer Mission proved to be lower than projected.

4. The additional requirement of $5,800 under local staff salaries resulted for the following reasons:

(a) As at 1 January 1995, based on local salary survey revision 26, the General Service local staff salaries in El Salvador were increased by 9.5 per cent. The cost estimates for the liquidation of the Observer Mission were based on the previous local salary survey revision 25. This resulted in an additional requirement of $1,100;

(b) One locally recruited staff member remained on duty until 30 June 1995 to clear up residual matters remaining after the departure of the liquidation team from the mission area. This resulted in an additional requirement of $900;

(c) The balance of the additional costs ($3,800) resulted from the higher than average grading of locally recruited staff who remained on board during the liquidation period.

5. The additional requirement of $5,400 under common staff costs was due to higher than projected staff-related costs during the period under review.

6. The additional requirement of $500 for MSA was due to the extra seven person/days spent by the liquidation team of eight international staff in the mission area.

3. Premises/accommodation ..... (8 100)

7. The additional requirement occurred because certain needs of the Observer Mission for rental of premises during the liquidation phase had not been foreseen in the cost estimates. Since most substantive activities ended in the regional offices during the week from 15 to 21 April 1995, the office equipment from those offices had to be stockpiled during May 1995 at mission headquarters in El Salvador at a cost of $3,500. No provision had been made for this in the cost estimates for the period. In addition, the ONUSAL liquidation team had to rent a warehouse to store equipment and supplies awaiting shipment to MINUGUA for almost the entire month of May 1995 at a cost of $4,600, for which no budgetary provision had been made.

4. Infrastructure repairs ..... -

5. Transport operations ..... -

6. Air operations ..... -

7. Naval operations ..... -

8. Communications ..... -

9. Other equipment ..... -

10. Supplies and services ..... -

11. Election-related supplies and services ..... -

12. Public information programmes ..... -

13. Training programmes ..... -

14. Mine-clearing programmes ..... -

15. Assistance for disarmament and demobilization ..... -

16. Air and surface freight ..... -

17. Integrated Management Information System ..... -

18. Support account for peace-keeping operations ..... -

8. No change occurred under these headings.

19. Staff assessment 1 400

9. Savings of $1,400 resulted from the lower actual requirements under staff assessment than estimated.

20. Income from staff assessment ..... (1 400)

10. This amount is derived from item 19 above.

ANNEX V

Authorized and actual staff from 1 December 1994 to 30 April 1995

	Authorized							Actual						
	December	January	February	March	April			December	January	February	March	April		
					1-15	16-29	30					1-15	16-29	30
Grade	1994			1995				1994			1995			
Civilian staff														
Professional category and above														
USG	1	1	1	1	1	-	-	1	1	1	1	1	1	
D-2	1	1	1	1	1	-	-	1	1	1	1	1	1	-
D-1	4	4	4	3	3	1	1	4	4	4	3	3	3	1
P-5	2	2	2	2	1	-		2	2	2	2	1	1	-
P-4	7	6	6	6	5	-		7	6	6	6	5	5	-
P-3	17	17	17	17	14	-		17	17	17	17	14	14	
P-2/1	9	9	9	8	6	1	1	9	9	9	8	6	6	1
Subtotal	41	40	40	38	31	2	2	41	40	40	38	31	31	2
General Service and other categories														
General Service	9	9	9	9	9	2	2	9	9	9	9	9	9	2
Field Service	9	9	9	9	8	4	4	9	9	9	9	8	8	4
Subtotal	18	18	18	18	17	6	6	18	18	18	18	17	17	6
Total, international staff	59	58	58	56	48	8	8	59	58	58	56	48	48	8
Local staff	91	91	91	90	79	16	16	91	91	91	90	79	79	16
Total, civilian staff	150	149	149	146	127	24	24	150	149	149	146	127	127	24
Military personnel														
Military observers	3	3	3	3	2	-		3	3	3	3	3	3	-
Civilian police	46	40	40	40	33	28		46	40	40	40	33	17	12
Total, military	49	43	43	43	35	28		49	43	43	43	36	20	12
Grand total	199	192	192	189	162	52	24	199	192	192	189	163	147	36

ANNEX VI

Authorized and actual staff from 1 to 31 May 1995

Grade	Authorized	Actual	Difference
Civilian staff			
Professional category and above			
D-1	1	1	-
P-2	1	1	-
Subtotal	2	2	-
General service and other categories			
General Service	2	2	-
Field Service	4	4	-
Subtotal	6	6	-
Total, international staff	8	8	-
Local staff	16	16	-
Total, civilian staff	24	24	-